## Town of Dudley, Massachusetts Proposed Salary Ranges to FY 2020 Survey Data (General Government Positions)

	Current Employee	Proposed Salary Range	Proposed Salary Range	Proposed Salary Range	FY 2020 Survey	FY2020 Survey	FY2020 Survey		alary Range Cent Variar	To Survey Avg.	Current Employee Rate of Pay	Years of Service in
Position Title	Rate of Pay	Minimum	Benchmark	Maximum	Min	Mid-Point	Max	Min	Mid-Point	Maximum	To Benchmark	Position
Grade Level I		\$16.36	\$20.45	\$26.18								
Accounting Assistant	\$20.40				\$21.31	\$23.29	\$25.26	-30.24%	-13.84%	3.52%	-0.26%	4
Library Aide	\$15.30				\$16.63	\$18.12	\$19.61	-1.63%	11.41%	25.10%	-33.68%	2
	\$15.78										-29.62%	2
	\$15.99										-27.91%	6
	\$16.81										-21.67%	9
	\$16.81										-21.67%	10
	\$16.81										-21.67%	9
Custodian (Library)	\$14.28				\$19.18	\$19.96	\$20.73	-17.22%	2.44%	20.82%	-43.23%	2
Grade Level II		\$16.54	\$20.67	\$28.11								
Clerk (Highway, Planning, Conservation)	\$18.14				\$15.83	\$17.72	\$19.61	4.28%	14.28%	30.25%	-13.95%	3,10
	\$16.20										-27.60%	10
Clerk (Water/Sewer)	\$20.50										-0.84%	1
Clerk (Permitting, Licensing, Code Enforcement)	\$17.77				\$18.39	\$20.84	\$23.29	-11.21%	-0.82%	17.16%	-16.33%	5
Clerk (Building & Health)	\$18.46										-11.98%	1
Clerk (Assessor)	\$15.81										-30.75%	2
Administrative Assistant (Police)	\$16.00										-29.20%	1
Clerk (Veterans)	\$12.73										-62.38%	6
Assistant Town Clerk	\$20.40				\$21.99	\$24.17	\$26.35	-32.97%	-16.93%	6.27%	-1.33%	4
Laborer/Custodian	\$18.94				\$19.18	\$19.96	\$20.73	-15.98%	3.46%	26.26%	-9.14%	8
Grade Level III		\$22.50	\$28.12	\$35.99								
Administrative Secretary (Town Administrator)	\$24.52				\$25.81	\$28.35	\$30.88	-14.73%	-0.80%	14.21%	-14.69%	2
Assistant Treasurer/Collector	\$20.26				\$22.72	\$24.59	\$26.46	-0.99%	12.56%	26.49%	-38.80%	1
Children's Librarian	\$23.09				\$22.32	\$24.41	\$26.50	0.79%	13.20%	26.38%	-21.79%	1
Supervisor of Buildings/Grounds	\$23.61				\$29.37	\$33.13	\$36.89	-30.55%	-17.81%	-2.49%	-19.11%	15
Foreman (Highway)	\$30.12				\$27.08	\$30.13	\$33.18	-20.37%	-7.14%	7.82%	6.64%	21
Grade Level IV		\$29,49	\$36.87	\$45.71								
Veterans Services Officer	\$22.07				\$25.14	\$28.43	\$31.71	14.76%	22.90%	30.63%	-67.04%	4
Town Clerk	\$27.91				\$30.72	\$34.48	\$38.24	-4.16%	6.47%	16.35%	-32.09%	1
Town Accountant	\$32.77				\$34.55	\$39.07	\$43.58	-17.15%	-5.96%	4.67%	-12.50%	7
Principal Assessor	\$29.37				\$31.29	\$35.11	\$38.93	-6.09%	4.76%	14.84%	-25.52%	7
Library Director	\$31.69				\$30.86	\$34.52	\$38.18	-4.63%	6.37%	16.48%	-16.34%	1
Building Commissioner	\$24.26				\$31.96	\$36.04	\$40.11	-8.36%	2.26%	12.26%	-51.96%	4
Highway Superintendent	\$40.27				\$36.90	\$41.99	\$47.08	-25.11%	-13.90%	-2.99%	8.45%	33
Grade Level V		\$38.00	\$47.50	\$60.80								
Treasurer/Collector	\$43.91	******		*******	\$34.79	\$38.39	\$41.99	8.45%	19.18%	30.94%	-8.18%	7
						· ·						6
Fire Chief	\$51.75				\$44.92	\$48.29	\$51.65	-18.20%	-1.65%	15.06%	8.21%	
Police Chief	\$51.19				\$49.08	\$55.84	\$62.59	-29.15%	-17.54%	-2.94%	7.20%	20
Grade Level VI		\$53.16	\$66.45	\$74.42								
Town Administrator	\$54.81				\$65.26	\$66.45	\$67.63	-22.77%	0.00%	9.12%	-21.23%	1
						Overall	Average	-12.32%	1.00%	15.05%	-20.10%	

7/1/2020

## Town of Dudley, Massachusetts Proposed Hiring Ranges to FY 2020 Survey Data (General Government Positions)

	Current	Proposed	Proposed	Proposed	FY 2020	FY 2020	FY 2020		ire Range To		Current	Years of
Position Title	Employee Rate of Pay	Hire Range Minimum	Hire Range Mid Point	Hire Range Maximum	Survey Min	Survey Mid-Point	Survey Max	(Per Min	r Cent Varian Mid-Point	ce)   Maximum	Employee Rate of Pay To Hire Range Max	Service in Position
Grade Level I	rate or ray	\$16.36	\$17.13	\$17.89	141111	WIIG T OILL	IVIUX	141111	IVIIG I OIIIC	WIGAIITIGITI	TO THIS TRAINED WAX	1 OSILIOII
Accounting Assistant	\$20.40	Ψ10.00	Ψ17.10	Ψ17.03	\$21.31	\$23.29	\$25.26	-30.26%	-35.97%	-41.20%	12.30%	4
Library Aide	\$15.30				\$16.63	\$18.12	\$19.61	-1.65%	-5.81%	-9.61%	-16.93%	2
Elistaty / tido	\$15.78				ψ10.00	ψ10.12	<b>V</b> 10.01	1.0070	0.0170	0.0170	-13.37%	2
	\$15.99										-11.88%	6
	\$16.81										-6.42%	9
	\$16.81										-6.42%	10
	\$16.81										-6.42%	9
Custodian (Library)	\$14.28				\$19.18	\$19.96	\$20.73	-17.24%	-16.53%	-15.87%	-25.28%	2
Grade Level II		\$16.54	\$17.57	\$18.60								
Clerk (Hghwy, Planning, Conservation)	\$18.14				\$15.83	\$17.72	\$19.61	4.29%	-0.85%	-5.43%	-2.54%	3,10
	\$16.20										-14.81%	10
Clerk (Water/Sewer)	\$20.50										9.27%	1
Clerk (Permitting, Licensing, Code Enforcment)	\$17.77				\$18.39	\$20.84	\$23.29	-11.19%	-18.61%	-25.22%	-4.67%	5
Clerk (Building & Health)	\$18.46										-0.76%	1
Clerk (Assessor)	\$15.81										-17.65%	2
Administrative Assistant (Police)	\$16.00										-16.25%	1
Clerk (Veterans)	\$12.73										-46.11%	6
Assistant Town Clerk	\$20.40				\$21.99	\$24.17	\$26.35	-32.95%	-37.56%	-41.67%	8.82%	4
Laborer/Custodian	\$18.94				\$19.18	\$19.96	\$20.73	-15.96%	-13.57%	-11.45%	1.80%	8
Grade Level III		\$22.50	\$23.91	\$25.31								
Administrative Secretary (Town Administrator)	\$24.52				\$25.81	\$28.35	\$30.88	-14.71%	-18.57%	-22.01%	-3.22%	2
Assistant Treasurer/Collector	\$20.26				\$22.72	\$24.59	\$26.46	-0.98%	-2.87%	-4.54%	-24.93%	1
Children's Librarian	\$23.09				\$22.32	\$24.41	\$26.50	0.80%	-2.11%	-4.70%	-9.61%	1
Supervisor of Buildings/Grounds	\$23.61				\$29.37	\$33.13	\$36.89	-30.53%	-38.59%	-45.75%	-7.20%	15
Foreman (Highway)	\$30.12				\$27.08	\$30.13	\$33.18	-20.36%	-26.04%	-31.09%	15.97%	21
Grade Level IV		\$29.50	\$31.34	\$33.18								
Veterans Services Officer	\$22.07				\$25.14	\$28.43	\$31.71	14.78%	9.30%	4.43%	-50.34%	4
Town Clerk	\$27.91				\$30.72	\$34.48	\$38.24	-4.14%	-10.02%	-15.25%	-18.88%	1
Town Accountant	\$32.77				\$34.55	\$39.07	\$43.58	-17.12%	-24.65%	-31.34%	-1.25%	7
Principal Assessor	\$29.37				\$31.29	\$35.11	\$38.93	-6.07%	-12.03%	-17.33%	-12.97%	7
Library Director	\$31.69				\$30.86	\$34.52	\$38.18	-4.61%	-10.15%	-15.07%	-4.70%	1
Building Commissioner	\$24.26				\$31.96	\$36.04	\$40.11	-8.34%	-14.98%	-20.89%	-36.77%	4
Highway Superintendent	\$40.27				\$36.90	\$41.99	\$47.08	-25.08%	-33.98%	-41.89%	17.61%	33
Grade Level V		\$38.00	\$40.38	\$42.75								
Treasurer/Collector	\$43.91				\$34.79	\$38.39	\$41.99	8.45%	4.92%	1.78%	8.05%	7
Fire Chief	\$51.75				\$44.92	\$48.29	\$51.65	-18.21%	-19.59%	-20.82%	21.98%	6
Police Chief	\$51.19				\$49.08	\$55.84	\$62.59	-29.16%	-38.29%	-46.41%	16.49%	20
Grade Level VI		\$53.16	\$56.49	\$59.81								
Town Administrator	\$54.81				\$65.26	\$66.45	\$67.63	-22.76%	-17.63%	-13.07%	-3.06%	1
			<u> </u>			Overa	all Average	-12.30%	-16.70%	-20.63%	-6.83%	

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## Town of Dudley, Massachusetts Proposed Market Equity Ranges to FY 2020 Survey Data (General Government Positions)

Position Title   Market   Moreum   Mo		Current Employee	Proposed Market Range	Proposed Market Range	Proposed Market Range	FY 2020 Survey	FY 2020 Survey	FY 2020 Survey		Market Range To (Per Cent Variano		Current Employee Rate of Pay	Years of Service in
Accounting Assistant	Position Title						,				. ′		Position
Library Aide	Grade Level I		\$18.41	\$22.30	\$26.18								
Si   Si   Si   Si   Si   Si   Si   Si	Accounting Assistant	\$20.40				\$21.31	\$23.29	\$25.26	-15.75%	-4.44%	3.51%	-28.33%	4
Sis	Library Aide	\$15.30				\$16.63	\$18.12	\$19.61	9.67%	18.73%	25.10%	-71.11%	2
Si 16.81		\$15.78										-65.91%	2
Sin		\$15.99										-63.73%	6
Section   Sect		\$16.81										-55.74%	9
Standar   Stan		\$16.81										-55.74%	10
State   Stat		\$16.81										-55.74%	9
Clerk (Highway, Planning, Conservation)   \$18.14	Custodian (Library)	\$14.28				\$19.18	\$19.96	\$20.73	-4.18%	10.50%	20.82%	-83.33%	2
S16.20   S20.50   S	Grade Level II		\$18.60	\$23.36	\$28.11								
Clerk (Water/Sewer)	Clerk (Highway, Planning, Conservation)	\$18.14				\$15.83	\$17.72	\$19.61	14.89%	24.13%	30.24%	-54.96%	3,10
Since   Sinc		\$16.20										-73.52%	10
Clerk (Building & Health)	Clerk (Water/Sewer)	\$20.50										-37.12%	1
Clerk (Assessor)	Clerk (Permitting, Licensing, Code Enforcement)	\$17.77				\$18.39	\$20.84	\$23.29	1.13%	10.77%	17.15%	-58.19%	5
Administrative Assistant (Police) \$16.00   .75.69%   1 Clerk (Veterans) \$12.73   .824.17   .826.35   .18.23%   .3.49%   6.26%   .420.82%   6 Clerk (Veterans) \$12.73   .824.17   .826.35   .18.23%   .3.49%   6.26%   .377.79%   4 Laborer/Custodian \$18.94   .819.96   .820.73   .3.12%   .14.55%   .26.25%   .48.42%   8 Grade Level III   .825.31   .830.65   .835.99   .825.81   .828.35   .830.88   .1.98%   .7.52%   .14.20%   .46.78%   2 Administrative Secretary (Town Administrator) \$22.45   .828.35   .828.35   .830.88   .1.98%   .7.52%   .14.20%   .46.78%   2 Administrative Secretary (Town Administrator) \$23.09   .822.72   .824.59   .826.46   .10.23%   .19.77%   .26.48%   .77.64%   .7. Children's Librarian   .823.09   .822.32   .824.41   .826.50   .11.81%   .20.36%   .26.37%   .55.87%   .1 Supervisor of Buildings/Grounds   .823.61   .829.37   .833.13   .836.89   .16.04%   .8.09%   .2.50%   .52.44%   .15 Foreman (Highway)   .830.12   .827.08   .830.13   .831.8   .6.99%   .1.70%   .7.81%   .19.49%   .21 Grade Level IV   .833.18   .839.45   .845.72   .828.43   .831.71   .24.23%   .27.95%   .30.64%   .107.16%   .4 Town Clerk   .827.91   .830.72   .834.85   .838.93   .5.70%   .11.00%   .14.85%   .56.67%   .7 Principal Assessor   .829.37   .831.29   .835.11   .838.93   .5.70%   .11.00%   .4.85%   .56.67%   .7 Pulncipal Assessor   .829.37   .831.29   .835.11   .838.93   .5.70%   .11.00%   .4.85%   .4.56.7%   .7 Library Director   .831.69   .830.80   .841.99   .870.80   .11.21%   .6.44%   .2.97%   .13.53%   .33 Grade Level V   .842.75   .851.78   .860.80   .834.52   .831.80   .8.65%   .56.56%   .9.94%   .2.25%   .30.94%   .38.47%   .7  Frincipal Assessor   .83.91   .836.90   .841.99   .870.80   .11.21%   .6.44%   .2.97%   .13.53%   .33.13   .33.14   .33	Clerk (Building & Health)	\$18.46										-52.28%	1
Clerk (Veterans)   \$12.73	Clerk (Assessor)	\$15.81										-77.80%	2
Assistant Town Clerk	Administrative Assistant (Police)	\$16.00										-75.69%	1
Laborer/Custodian	Clerk (Veterans)	\$12.73										-120.82%	6
\$25.31   \$30.65   \$35.99   \$25.81   \$28.35   \$30.88   -1.98%   7.52%   14.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   2.20%   -46.78%   1.20%   -46.78%   2.20%   -46.78%   -47.76%   -46.78%   -47.76%   -48.78	Assistant Town Clerk	\$20.40				\$21.99	\$24.17	\$26.35	-18.23%	-3.49%	6.26%	-37.79%	4
Administrative Secretary (Town Administrator) \$24.52	Laborer/Custodian	\$18.94				\$19.18	\$19.96	\$20.73	-3.12%	14.56%	26.25%	-48.42%	8
Assistant Treasurer/Collector \$20.26 \$24.59 \$26.46 10.23% 19.77% 26.48% -77.64% 1 Children's Librarian \$23.09 \$22.32 \$24.41 \$26.50 11.81% 20.36% 26.37% -55.87% 1 Supervisor of Buildings/Grounds \$23.61 \$29.37 \$33.13 \$36.89 -16.04% -8.09% -2.50% -52.44% 15 Foreman (Highway) \$30.12 \$33.18 \$39.45 \$45.72 \$27.08 \$30.13 \$33.18 -6.99% 17.0% 7.81% -19.49% 21  Grade Level IV \$33.18 \$39.45 \$45.72 \$25.14 \$28.43 \$31.71 \$24.23% 27.95% 30.64% -107.16% 4 Town Clerk \$27.91 \$30.72 \$34.48 \$38.24 7.41% 12.60% 16.36% -63.81% 1 Town Accountant \$32.77 \$34.45 \$34.55 \$39.07 \$43.58 -4.13% 0.98% 4.68% -39.52% 7 Principal Assessor \$29.37 \$31.69 \$33.69 \$34.52 \$38.18 6.99% 11.00% 14.85% -55.67% 7 Library Director \$31.69 \$33.69 \$34.52 \$38.18 6.99% 12.50% 16.49% -44.27% 14.11 \$34.27% -13.53% 33.19 \$34.99 \$47.08 \$11.21% -6.44% -2.97% -13.53% 33.19  Grade Level V \$42.75 \$51.78 \$60.80 \$44.99 \$47.08 \$11.21% -6.44% -2.97% -13.53% 33.19  Fire Chief \$51.75 \$44.92 \$48.29 \$51.65 \$-5.08% 6.74% 15.05% -17.49% 6 Police Chief \$51.19 \$59.81 \$68.45 \$77.08 \$12.29% 12.29% 12.26% -40.63% 1 Town Administrator \$54.81 \$66.45 \$67.63 \$-9.11% 2.92% 12.26% -40.63% 1 Town Administrator \$54.81	Grade Level III		\$25.31	\$30.65	\$35.99								
Second Children's Librarian   Second Secon	Administrative Secretary (Town Administrator)	\$24.52				\$25.81	\$28.35	\$30.88	-1.98%	7.52%	14.20%	-46.78%	2
Supervisor of Buildings/Grounds \$23.61 \$23.61 \$29.37 \$33.13 \$36.89 .16.04% .8.09% .2.50% .52.44% 15 Foreman (Highway) \$30.12 \$27.08 \$30.13 \$33.18 .6.99% 1.70% 7.81% .19.49% 21  Grade Level IV \$33.18 \$39.45 \$45.72  Veterans Services Officer \$22.07 \$30.64% .107.16% 4  Town Administrator \$30.62 \$30.13 \$33.18 \$33.17 \$24.23% \$27.95% 30.64% .107.16% 4  Town Administrator \$40.27 \$33.45 \$30.72 \$34.48 \$38.24 7.41% 12.60% 16.36% .63.81% 1  Teasurer/Collector \$31.69 \$33.69 \$33.29 \$35.11 \$38.93 5.70% 11.00% 14.85% .55.67% 7  Incompact of the service of the	Assistant Treasurer/Collector	\$20.26				\$22.72	\$24.59	\$26.46	10.23%	19.77%	26.48%	-77.64%	1
Supervisor of Buildings/Grounds   \$23.61   \$29.37   \$33.13   \$36.89   -16.04%   -8.09%   -2.50%   -52.44%   15.50	Children's Librarian	\$23.09				\$22.32	\$24.41	\$26.50	11.81%	20.36%	26.37%	-55.87%	1
Sandar   Forman   F													15
Sandar   S	<u> </u>												21
Veterans Services Officer         \$22.07         \$25.14         \$28.43         \$31.71         24.23%         27.95%         30.64%         -107.16%         4           Town Clerk         \$27.91         \$30.72         \$34.48         \$38.24         7.41%         12.60%         16.36%         -63.81%         1           Town Accountant         \$32.77         \$34.55         \$39.07         \$43.58         -4.13%         0.98%         4.68%         -39.52%         7           Principal Assessor         \$29.37         \$31.29         \$35.11         \$38.93         5.70%         11.00%         14.85%         -55.67%         7           Library Director         \$31.69         \$30.86         \$34.52         \$38.18         6.99%         12.50%         16.49%         -44.27%         1           Building Commissioner         \$24.26         \$31.96         \$36.04         \$40.11         3.68%         8.66%         12.27%         -88.46%         4           Highway Superintendent         \$40.27         \$36.90         \$41.99         \$47.08         -11.21%         -6.44%         -2.97%         -13.53%         33           Grade Level V         \$43.91         \$34.99         \$38.39         \$41.99         18.62%         25.85%	( 0 )/	ψ00:1 <u>2</u>	\$33.18	\$39.45	\$45.72	ψ27.00	ψουο	ψουο	0.0070		7.0170	10.1070	
Town Clerk \$27.91 \$30.72 \$34.48 \$38.24 7.41% 12.60% 16.36% -63.81% 1 Town Accountant \$32.77 \$34.55 \$39.07 \$43.58 -4.13% 0.98% 4.68% -39.52% 7 Principal Assessor \$29.37 \$31.29 \$35.11 \$38.93 5.70% 11.00% 14.85% -55.67% 7 Library Director \$31.69 \$30.86 \$34.52 \$38.18 6.99% 12.50% 16.49% -44.27% 1 Building Commissioner \$24.26 \$31.96 \$36.04 \$40.11 3.68% 8.66% 12.27% -88.46% 4 Highway Superintendent \$40.27 \$36.90 \$41.99 \$47.08 -11.21% -6.44% -2.97% -13.53% 33  Grade Level V \$43.91 \$34.79 \$38.39 \$41.99 18.62% 25.85% 30.94% -38.47% 7 Fire Chief \$51.75 \$44.92 \$48.29 \$51.65 -5.08% 6.74% 15.05% -17.49% 6 Police Chief \$51.19 \$49.08 \$55.84 \$62.59 -14.81% -7.84% -2.94% 20  Grade Level V \$59.81 \$68.45 \$77.08  Town Administrator \$54.81		\$22.07	<del>+ + + + + + + + + + + + + + + + + + + </del>	<del>+ + + + + + + + + + + + + + + + + + + </del>	V-10.12	\$25.14	\$28.43	\$31.71	24 23%	27 95%	30.64%	-107 16%	4
Town Accountant \$32.77 \$34.55 \$39.07 \$43.58 -4.13% 0.98% 4.68% -39.52% 7 Principal Assessor \$29.37 \$31.29 \$35.11 \$38.93 5.70% 11.00% 14.85% -55.67% 7 Library Director \$31.69 \$30.86 \$34.52 \$38.18 6.99% 12.50% 16.49% -44.27% 1 Building Commissioner \$24.26 \$31.96 \$36.04 \$40.11 3.68% 8.66% 12.27% -88.46% 4 Highway Superintendent \$40.27 \$36.90 \$41.99 \$47.08 -11.21% -6.44% -2.97% -13.53% 33  Grade Level V \$42.75 \$51.78 \$60.80  Treasurer/Collector \$43.91 \$34.79 \$38.39 \$41.99 18.62% 25.85% 30.94% -38.47% 7 Fire Chief \$51.75 \$44.92 \$48.29 \$51.65 -5.08% 6.74% 15.05% -17.49% 6 Police Chief \$51.19 \$49.08 \$55.84 \$62.59 -14.81% -7.84% -2.94% 20  Grade Level VI \$59.81 \$68.45 \$77.08  Town Administrator \$54.81													
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Outstill Australia (1997)   47 4007   70 0407	Town Administrator	\$54.81				\$65.26	\$66.45	\$67.63	-9.11%	2.92%	12.26%	-40.63%	1
							0	A.,	0.16%	9.00%	15.19%	-56.24%	

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7/1/2020